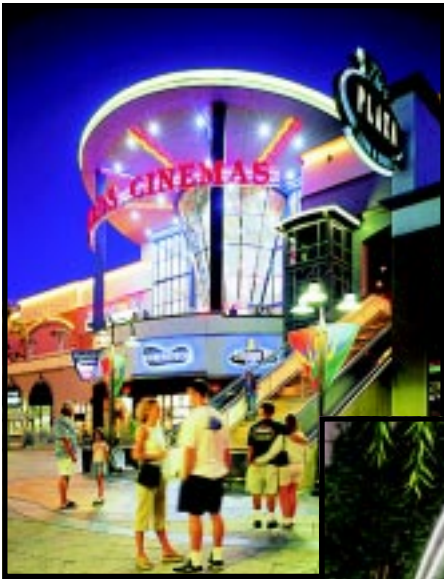




Costa Mesa California



The City of
Costa Mesa
Is Seeking A
Chief of Police



THE COMMUNITY

Located just 12 miles south of Anaheim in Orange County, the City of Costa Mesa encompasses 16.8 square miles in close proximity to Southern California's coastline. The City is home to a diverse population of 113,440 residents. Predominant industries include retail trade, light manufacturing, services, finance/insurance and real estate.

Costa Mesa offers 28 neighborhood and community parks, three 18-hole golf courses, 15 elementary schools, two intermediate schools, two high schools, and two County branch libraries. Orange Coast Community College, the Coastline Community College District headquarters, Vanguard University, as well as Whittier Law School and National University are located in the City. Many other universities, colleges and trade schools are nearby.

The Orange County Performing Arts Center, Orange County Fairgrounds, Tony Award Winning South Coast Repertory Theatre, South Coast Plaza and Metro Pointe are prominent centers of cultural and economic activity within the City. The volume of sales generated by South Coast Plaza, on the strength of 322 stores and annual sales in excess of \$1 billion, is one of the most successful retail destinations in the United States. The City is also a center for cutting edge youth apparel and sporting goods manufacturers.

Residents enjoy an ideally mild Southern California climate. Costa Mesa's location provides easy access to many of Southern California's



major attractions such as beaches, mountain areas, high and low deserts, Disneyland, Knott's Berry Farm, Arrowhead Pond, Angel Stadium, San Diego, Palm Springs, and Los Angeles with its sports arenas and major league teams. The community has established its identity in Southern California as "City of the Arts," adding the Renee and Henry Segerstrom Concert Hall scheduled to open in the fall of 2006. With its ideal location and superior amenities, Costa Mesa represents the best Southern California has to offer.

For more information regarding Costa Mesa, please visit the City's website at www.ci.costa-mesa.ca.us

CITY GOVERNMENT

A general law city, Costa Mesa has a council-manager form of government. Voters elect a five-member City Council at-large. The Mayor and Mayor Pro-tem are selected by their peers. Allan L. Roeder has served as Costa Mesa's City Manager for 20 years. City services are delivered with the assistance of 602 full-time staff. Costa Mesa's General Fund budget for FY2006-07 is \$100.6 million.

As the newest member of the City's management team, the incoming Chief will join a highly collaborative group of dedicated executives who are mutually committed to the organization's success. Department heads are expected to lead and manage their departments fairly autonomously as the City Manager relies on their expertise and talent so he can dedicate his attention to the City Council and the City's strategic direction.

THE DEPARTMENT

The Costa Mesa Police Department is supported by 160 sworn and 74 civilian staff currently organized across four divisions: **Administration** (Planning, Budget/Finance, Volunteer Programs, Media Relations), **Technical Services** (Records, Crime Scene Investigation, Photographic Services, Technology, Training and Recruitment, Property and Evidence, Custody and Court Liaison Services, Building and Equipment Maintenance), **Field Operations** (Patrol, Community Oriented Policing Services, Gang and Special Enforcement, Crowd Control, Special Weapons and Tactics Squad, Traffic Enforcement, Contract and Special Event Policing, DARE, Animal Control Services), and **Support Services** (Detective Bureau, Airborne Law Enforcement, Professional Standards Unit). The Department's budget for FY2006-07 is \$38.19 million.

Two Captains and one civilian Commander report directly to the Chief. Steve Staveley has been appointed as Interim Chief to oversee the Department during the recruitment period and will assist with facilitating a smooth transition for the newly appointed Chief. Now a consultant to law enforcement, Chief Staveley served as Police Chief in La Habra and Belmont, CA before being appointed as Director of the Division of Law Enforcement for the California Department of Justice. The Department's new leader will have the benefit of a forthcoming organizational assessment to be conducted by Chief Staveley as part of his interim assignment.

THE IDEAL CANDIDATE

Experience and Education

At least five years of increasingly responsible police management experience in a comparable size agency and a Bachelor's degree from an accredited institution with a major in Criminal Justice, Police Science, Public Administration, or related field are required. Experience serving in a diverse community and maintaining productive labor relations will be weighted favorably. Demonstrated effectiveness in leading change and effectively obtaining system-wide, collaborative results will be a prerequisite for success in the Chief's role.

Possession of Management and Executive California P.O.S.T. Certificates and Spanish speaking skills are desirable. A Master's degree is strongly preferred. Out of state candidates must qualify for the California Basic P.O.S.T Certificate before the conclusion of their first year of employment. The Police Chief is an at-will executive appointed by the City Manager.

Leadership Qualities & Management Style

Costa Mesa's new Chief must be well versed in community oriented policing and problem solving, and exhibit a demonstrated history of building partnerships between the Department and community to address crime and quality of life challenges. He/she will be an outgoing influential communicator who can relate effectively to a wide array of internal and external audiences. The candidate selected will be capable of quickly establishing credibility and sound working relationships throughout the organization and institute effective lines of consistent communication at all levels.



The preferred management style of Costa Mesa's next Chief will be inclusive and accessible. He/she will foster a professional culture that values the provision of high quality services, customer responsiveness and a strong commitment to individual and organizational success.

By promoting a vision that other law enforcement agencies will eventually model, the new Chief will help the Department develop innovative ways of delivering services, managing resources and engaging the community.

As evidence of his/her commitment to staff and continuous professional development, the Chief will exercise an active interest in the careers of sworn and civilian personnel and be attentive to the recruitment and retention challenges currently facing all police agencies. As a regular business practice, he/she will be exceptionally strong on accountability, while proactively recognizing the superior performance and contributions of staff and volunteers alike. While Costa Mesa's new Chief will be a visionary leader, he/she will be equally attentive to critical details and quality high-level staff work.

COMPENSATION AND BENEFITS

Salary – Up to \$167,472 annually, depending on qualifications.

Retirement – The City is a member of the Public Employees' Retirement System, 3% @ 50 and pays the full contribution 9% towards the employee's retirement share. The City does not participate in the Social Security System.



Health Insurance –

Full payment of employee and family medical, dental and long-term disability (LTD) insurance within a flexible benefits plan. The flexible benefit contribution for 2006 is \$1,246 per month.

Life Insurance –

The City provides a \$50,000 term life insurance policy. Supplemental life, short-term disability and/or cancer insurance is available.

AD&D Insurance – The City provides a \$50,000 accidental death and dismemberment insurance policy.

Leave – Ten executive leave days per year prorated. Additional executive leave available upon approval of City Manager. Twelve paid holidays per year, including sixteen floating holiday hours. Twelve sick leave days granted annually. Vacation leave is accrued in accordance with service tenure ranging from 11.5 days per year to 23.5 days per year.

Deferred Compensation – In addition to a voluntary 457 deferred compensation plan, the City offers a 401 (a) deferred compensation plan with a City match of 0.5%.

Retirement Health Savings – Additionally, the City contributes 1% of base monthly salary to the employee's retiree medical account, with a regular matching 1% of base salary contribution by the employee.

Professional Development – Up to \$2,000 annually for professional development.

Vehicle – A City vehicle is provided for the Police Chief.

APPLICATION AND RECRUITMENT SCHEDULE

The final filing date for this recruitment is **Friday, July 28, 2006**. To be considered for this opportunity, please submit a cover letter, a resume that reflects scope of current/most recent organization and responsibilities, list of six professional references, and current salary information to:



Teri Black Brann
CPS EXECUTIVE SEARCH
241 Lathrop Way
Sacramento, CA 95815
310.377.2612 Los Angeles
916.263.1401 Sacramento
916.561.7205 Fax
E-mail: resumes@cps.ca.gov
www.cps.ca.gov/search

Following the submission deadline, the candidates with the most relevant qualifications will be interviewed by the consultant in early August. Those individuals determined to be best suited for the position will then be interviewed by the City later that month. It is anticipated that the City Manager will make his appointment in September following the completion of thorough background and reference checks.

